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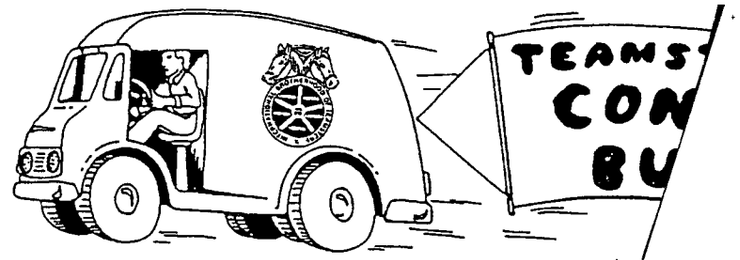

CONTRACT BULLETIN NUMBE

TEAMSTERS/UNITED PAR
1993 CONTRACT NEG

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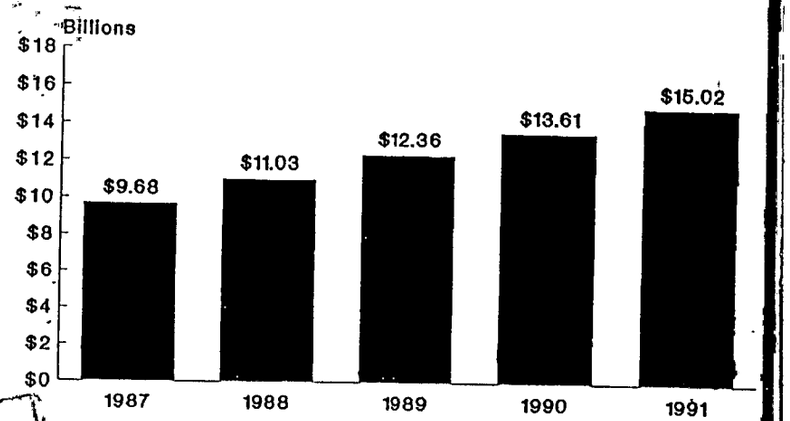
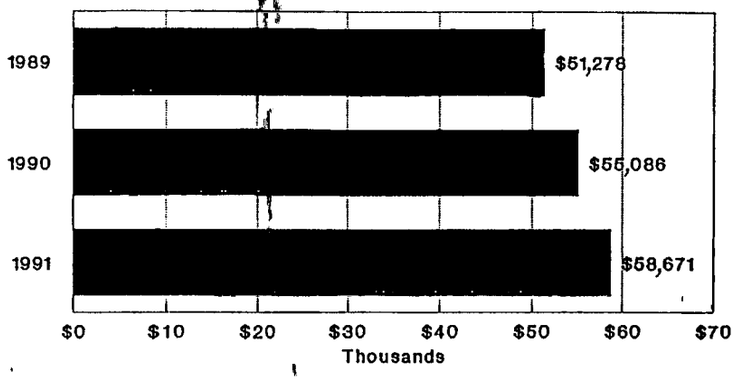
United Parcel Service
Total Revenue Growth
1987 - 1991



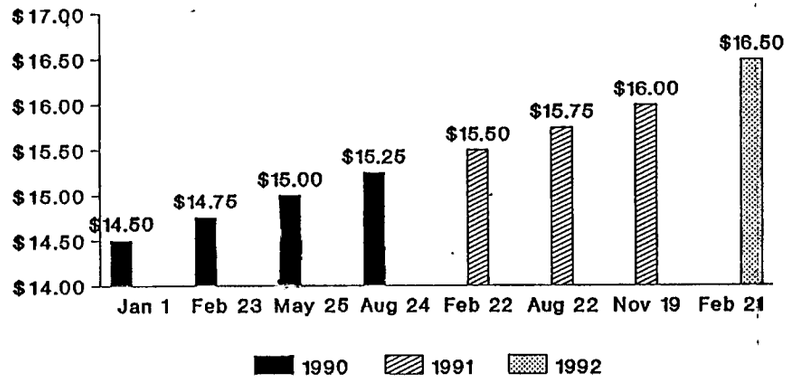
UPS 1991 Annual Report
holders

Employee Productivity
Sales Generated per Employee



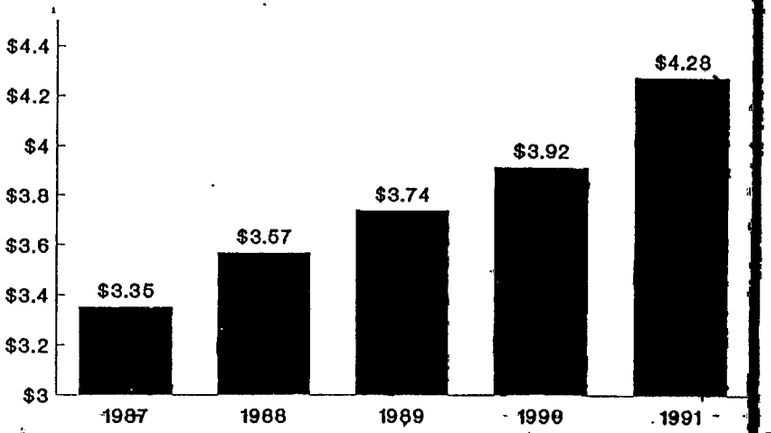
1990 = 7.43% increase; 1991 = 6.51% increase

Growth in UPS Stock Value
Prices paid for UPS Common Stock
from date of increase in share value



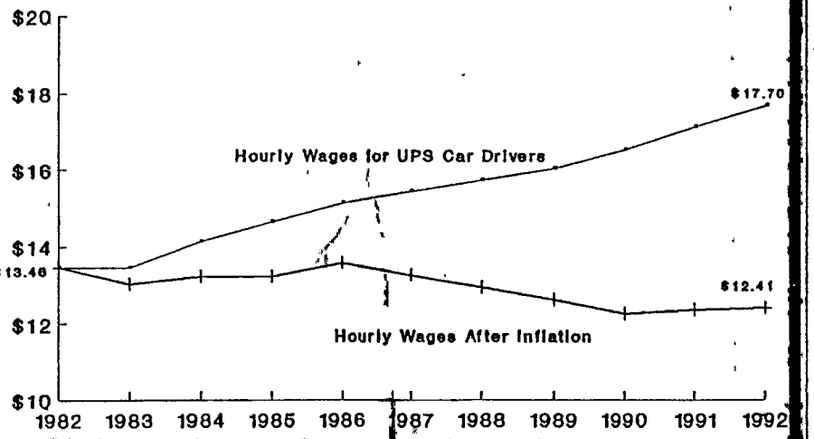
All amounts have been restated
to reflect the four for one
common stock split of 9/6/91

United Parcel Service
Revenue Per Package
1987 - 1991



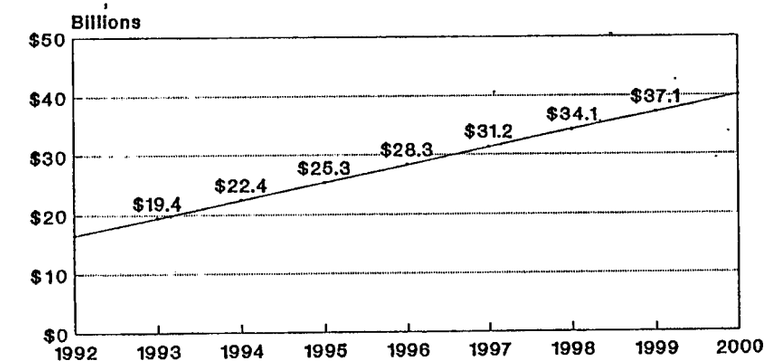
urce: UPS ICC Filings

Wages Are Up But They Buy Less Than They Did Ten Years Ago:
Real UPS Wages Are Down 7.8%



Sources: Bureau of Labor Statistics
CPI-W used as a deflator, 1982-100;
IBT Collective Bargaining Agreements

United Parcel Service
Revenues Forecast
1992 - 2000



UPS predicts revenues of $40 billion
in the year 2000. 1992 revenues are
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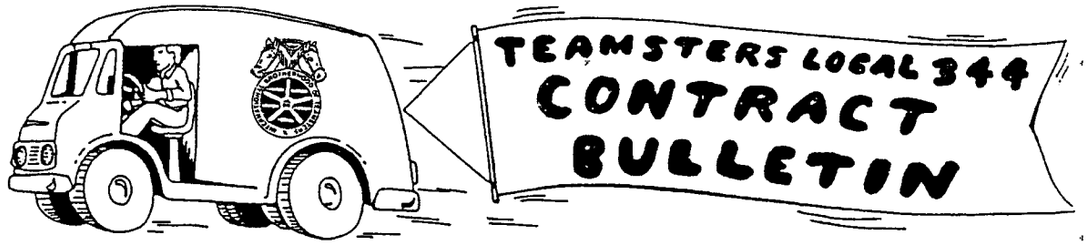

CONTRACT BULLETIN NUMBER 3 APRIL 21, 1993

TEAMSTERS/UNITED PARCEL SERVICE 1993 CONTRACT NEGOTIATIONS

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Sales and Service Industry

bargaining table. In fact, rather than facing the reality that they need to come our way on important issues like fair wages, improved health and welfare and pensions, harassment, supervisors working, the grievance procedure, etc., UPS wants more flexibility and further concessions on subcontracting.)

---

2. The company needs more concessions to be competitive and profitable.

(A. Over the last few years, UPS has changed. The company has used it's tremendous profits to fund it's expansion into new services and new territories. All along, and in spite of all this spending, UPS has remained tremendously profitable making near record profits in 1992 of $765 million, after generously compensating its managers. The idea that UPS must fear Fed-X or RPS is a far stretch of the truth. The facts suggest rather that it is UPS's competitors who have good reason to fear UPS. And certainly, UPS doesn't need further concessions from you and I in order to remain profitable. The company is positioned worldwide to be a $40 billion in revenue company by the year 2000. This contract must provide that the employees share in that success.)

---

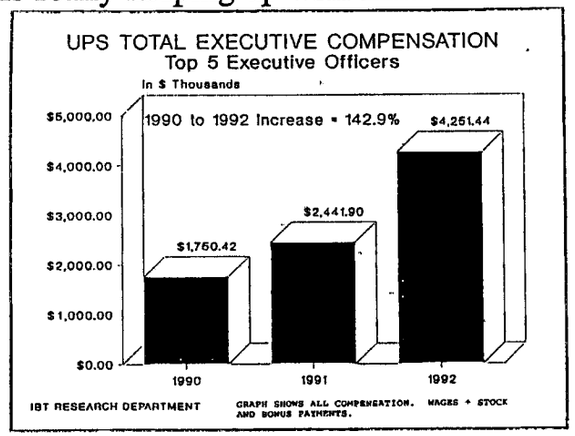
3. You are paid too much now and your productivity has decreased over the last few years.

(A. We are sure UPS can do some tricky math to show just about anything they want. The fact is that UPS'ers work very hard and we receive good pay, with the exception of new hires, seasonal, newer part-timers, air drivers, etc. In fact, when our wages for all categories are compared to others in the industry, we find that UPS'ers are not necessarily the highest paid in the industry.)

---

4. UPS drivers compensation has exceeded inflation over the last 10 years.

(A. UPS accountants must be from the Twilight Zone. But even if we did agree that this was true, let's look at how "Oz" and the guys at the top are doing. "Oz" Nelson (Chairman of the Board) received salary and bonuses of $710,048. in 1992, up 14.3% from 1991 (not including stock and dividends). The top five UPS managers split $2.3 million in salary and bonuses in 1992, up 16.9% from 1991. This is in comparison with wage and C.O.L.A. increases of a UPS full-timer of about 3.5% to 3.8% depending on classification. And what about part-timers? So you answer the question - who is really keeping up with inflation?



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Sales and Service Industry

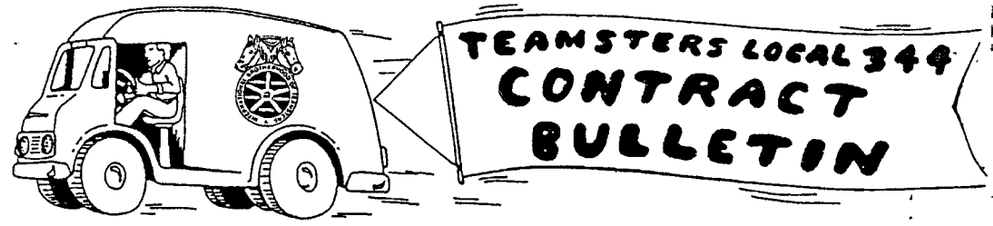
T - SHIRTS $5.00 each

SEND THE COMPANY A MESSAGE - GET SERIOUS

GET THEM WHILE THEY'RE HOT!!

SIZES - M, L AND XL

SEE YOUR STEWARD
OR
STOP BY THE UNION HALL



CONTRACT BULLETIN #4 JUNE 23, 1993

YES FOOD ALERT

While you are munching on the company's "Yes Food", here are some deep thoughts to think about.

Did the company set up tents and serve you brats and soda last year or the year before? Did your supervisor bring in donuts as often last year as this year? Did the company feed you and pay for you to see their "Delivering our Future" programs other than during this contract season?

Enjoy the food, but, remember, UPS wants your yes vote. They want to buy it cheap with some food and some propaganda. Don't let their slick "yes food" campaign get to you. No amount of pizza, donuts, or brats can substitute for a good contract.

COMPANY CAMPAIGN EXPOSED

In a series of memos to UPS managers, the company corporate strategy has been revealed. What are they telling their supervisors to tell you? Try this:

1, The company is not "stonewalling" at the negotiations.

(A. The fact is that they are stonewalling. For all their talk about how contract uncertainty might affect the volume, they have not been reasonable at the